Distr.
LIMITED

ID/WG.423/6
9 July 1984

ENGLISH

United Nations Industrial Development Organization

Caribbean Regional Workshop on the
Integration of Women in the
Industrial Planning and
Development Process

Georgetown, Guyana, 6 - 12 May 1984

REPORT*

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V.84-88222

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INTRODUCTION

A Caribbean Regional Workshop on the Integration of Women in the Industrial Planning and Development Process was held in Georgetown, Guayana, from 6 to 12 May 1984. It was organized jointly by the United Nations Industrial Development Organization (UNIDO) and the Caribbean Community (CARICOM) Secretariat as one of a series of UNIDO workshops to promote the integration of women in the industrialization process.

The objectives of the workshop were to promote the integration of women in all levels of industrialization by:

(a) increasing awareness of the human resources available, of which the women's component is largely unrealized, and understanding their potential contribution to industrial development;

(b) identifying opportunities and ways and means of realizing those opportunities within an acceptable time frame, for increased and more effective participation in the planning and management of industrial development at all levels in particular for increased participation of women in the development of small-scale industries.

CONCLUSIONS AND RECOMMENDATIONS

A. NATIONAL DEVELOPMENT STRATEGIES FOR THE FULL INTEGRATION OF WOMEN IN INDUSTRIAL DEVELOPMENT

1. Awareness

1.1 Women in the Caribbean region are often disadvantaged for a number of reasons - poverty, single-parent family structures, the restrictive nature of education and training opportunities, certain cultural practices and traditions which are inimical to women's development, their disproportionate share of domestic responsibilities, and isolation through physical location.

1.2 As a result, women's access to all types of information, particularly industrial data, is severly constrained; women's awareness of their potential, of opportunities for income generation, of sources of practical assistance, and of training opportunities is limited. As a result, there is little incentive to depart from traditional roles or venture into new activities. Women's organizations have a special responsibility to help remedy this situation; they should take steps to initiate the following activities:

(i) encouraging women to organize themselves into community groups;

(ii) creating channels of communication to inform women about and improve access to:

(a) existing programmes;
(b) centres of information;
(c) other sources of information;

(iii) ensuring that community needs are accurately identified and transmitted to policy-makers and implementing agencies;

(iv) establishing effective communication links between community groups and national decision-makers;

(v) implementing training workshops and seminars to inform, educate and train at local community levels.

1.3 Governments should continue to give meaningful support to measures currently being conducted by relevant agencies - national, regional and international - in the area of family life education with specific urgent attention to be given to the counselling of teenagers, male and female.

1.4 Public and private sectors should efficiently utilize the practical experiences, abilities and leadership qualities of women who may not meet formal educational requirements for certain positions. In times of retrenchment, it is recognized that there is a negative effect on the female component of the labour force, and that special measures should be adopted by employers and government agencies to correct this.

1.5 The mass media is one of the key agents of change in precipitating and facilitating women's increased participation.

1.6 The mass media is not sufficiently responsive to the particular needs of women for various reasons:

(i) women continue to suffer under the stereotyped roles and negative images projected by the media;

(ii) political factors;

(iii) vested financial interests;

(iv) women lack the financial resources and technical skills needed to create opportunities for airing relevant issues;

(v) lack of commitment ;

(vi) lack of women in upper management;

(vii) lack of knowledge necessary to assess available media sources;

(viii) lack of organized lobbying by women.

1.7 These all combine to limit the coverage that women's issues receive and bias the way they are treated.

1.8 Women with the help of women's organizations, should:

(i) develop programmes which create an awareness of their political and economic power to influence media policy, both directly as consumers, and indirectly through their elected representative and women's pressure groups;

(ii) establish closer links with the media which enable women to pursue their rights and interests when they are misrepresented in the mass media;

(iii) identify the various mass media channels and foster close collaboration with those who formulate media policy.

1.9 Government and women's organizations at the national level should further facilitate women's participation in the media through education and training in media-related careers.

1.10 Additional training opportunities for women will be required in both technical and managerial skills to facilitate their increased participation at both managerial and professional levels. Their improved access to these positions will enable them to influence media policy towards women. Media organizations should encourage and facilitate women's participation in these areas on both full and part-time bases.

2. INFORMATION

2.1 Statistical Data and Research

There is a serious inadequacy of statistical data and other information about women's roles and participation in industry. There is an urgent need for research on women's contribution outside the formal sector.

It is therefore recommended that governments take the necessary steps to identify:

(i) unrecorded economic contributions;

(ii) significance of women's existing role in industrial activities;

(iii) needs, circumstances and conditions constraining women's participation.

In addition, governments should disaggregate census and other official data by sex and devise mechanisms and provisions for dissemination and easy access to data.

The need to furnish additional information on the involvement of women could also be facilitated by the use of record of employment figures which should be separated into male and female components. Women's organizations should initiate progress in this regard.

2.2 Development of Information Skills

(a) Acquisition of Information

There is a need to review established sources, seek new sources and take advantage of opportunities offered by interpersonal relations.

(b) Storage of Information

Storage facilities for information are necessary and will depend on the level of resources and technology in the specific country (i.e. secretarial resources, computers, etc.).

(c) Dissemination of Information

Greater use should be made of established media (such as radio, television), other channels of communication (posters, literature, postal services, telexes), and non-governmental organizations.

2.3 Opportunities for Income Generation

Appropriate national agencies, investors and other concerned individuals should identify and publicize opportunities for the participation of women in income-generating activities. These activities should accord with national objectives.

2.4 Investment Incentives

While investment incentives are widely publicized overseas, local investors are not fully aware of the availability of these measures. Governments should use the full range of their information services to ensure that fiscal and other investment incentives for local investors are widely publicized.

3. POLICY

3.1 Promotion of Industry

A number of governments in the Caribbean Community promote the establishment of labour-intensive industries which employ large numbers of female workers as a strategy of industrialization and economic growth. These female employees need support services, particularly day-care facilities and health care services, to enable them to function effectively. In addition, they also need opportunities for job advancement.

Governments should, therefore, take these needs into account in their industrial development policies and seek assistance from concerned international agencies in their implementation.

Governments should take steps where necessary to establish and strengthen national machineries for effectively promoting the integration of women in industrial development.

3.2 Conditions of Work

Governments are urged to review existing legislation with a view to removing all discriminatory provisions against women.

Governments are urged to institute, where necessary, legislation and other measures to remove disparities in wages and other conditions of work for females and males, e.g. their scope for promotion and training.

Governments are also urged to ratify the Convention on the Elimination of All Forms of Discrimination against Women, as well as ILO Conventions relating to women's participation in the work force.

3.3 Socio-Economic and Cultural Constraints

Certain existing socio-economic and cultural conditions militate against full participation of women. Their multiple roles not only act as barriers to participation but also act as barriers to advancement. Governments should take account of these constraints in their policies for industrial development and for integrating women in industrialization. They should pay particular attention to the problem of single parent families and teenage mothers.

Governments are urged to participate in the World Conference of the United Nations Fund for Population Activities (UNFPA) to be held in Mexico later this year, August 1984.

The above recommendations assume that governments and concerned organizations will commit themselves to the execution of the goals of:

(a) increasing awareness and understanding of the human resources available and their potential contribution to industrial development;

(b) identifying opportunities and ways and means of realising those opportunities within an acceptable timeframe.

4. PLANNING

4.1 Macro and Sectoral Planning

Measures to address the issues critical to the integration of women in industrial development should, at all times, be reflected in regional, national and sectoral plans. In this connection, Governments are requested to take into consideration the findings and recommendations of this workshop.

4.2 Consultation and Participation

Governments should establish mechanisms to ensure that all levels of the planning process, the participation of women in the decision-making process is sought and acted upon, in keeping with the objectives of the UN Decade for Women.

4.3 Project Planning

Governments should continue to support, expand and accelerate all training efforts in project planning, implementation, monitoring and evaluation. Assistance should be sought from international agencies with the planning, design and implementation of these programmes. Special efforts should be made to secure increased participation of women in these training programmes.

4.4 Promotion and Co-ordination of Women's Programmes and Projects

There is an urgent need to establish co-ordinating mechanisms in those Caribbean countries where they do not exist; these would serve as umbrella organizations in building and strengthening women's programmes. With this in mind, member governments are urged to establish women's desks where these do not exist.

5. TECHNOLOGY

5.1 Dynamic Skills - Research and Development

Cognisance has been taken of the fact that in the field of research and development, the crucial area is product development, which is labour-intensive. Consequently, if women's contributions are to be effectively recognized in as many areas as possible, the women must be involved in this and all fields of research and development.

It would therefore be extremely beneficial for women to be trained in the skills necessary to enable them to adapt technology to their own in-country situation. Therefore, they must first be aware of the need for - and the skills required for - new technology. This involvement should range from the brain storming-idea generating beginning through product development and marketing, and finally at the consumption/consumer level.

Training would therefore be both long-term and short-term, highly specialized and to some extent in general administration and supervision.

All research, scientific and technical institutions (national and regional) should encourage the participation of women and women entrepreneurs in industrial activities by providing them with training and advisory services and assisting them in the introduction of improved/ new technologies in production areas. Such relationships should be institutionalized in order to allow for continuing service and advice.

6. TRAINING

6.1 Women's Access to Basic Education

Within the region, basic education (formal) is largely compulsory and is available to the population as a whole. In the preparation of educational programmes in the region, planners and administrators should be cognisant of the existence of both the formal and vernacular languages.

Notwithstanding the above, women's accessibility to education is hindered by the following:

(a) Distance from the formal and informal educational institutions.

(b) The unavailability of day-care facilities and other support services.

(c) Lack of financial support, e.g. paternal.

(d) Social attitudes and biases.

Governments are requested to take steps to remove these constraints and allocate appropriate resources to these ends.

6.2 Women's Access to Training Programmes

Within the Caribbean, women are largely concentrated in a limited range of low-skilled, low- paying jobs and are under-represented in a number of other sectors. In addition, there is a large number of female-headed households. These conditions point to the need to prepare women for participation in a wider range of income-earning activities including self-emplomeht.

Information should be disseminated to women's organizations on training opportunities offered by national, regional and international organizations, with a view to making them more readily available to women, and to facilitate the process of nomination through Governments and/or non-governmental organizations.

6.3 The Need for In-Service Training in Industry

In-service training is required at all levels and should be equally available to both men and women:

(a) at shop floor levels;
(b) at managerial and supervisory levels;
(c) in the area of new or improved technology.

6.4 New Approaches to Education and Training

The most effective way of adopting a new approach to education and training would be through effective career guidance and special curricula prior to students embarking on higher education, and the establishment of stronger links between the curricula offered, career decisions and the qualifications needed for employment. One of the ways in which this can be achieved is through the involvement of women as well as men from varied backgrounds and with varied professional skills in the career guidance programmes.

Since training programmes are being made available specifically for women in areas in which they have not been previously involved, it is incumbent upon the organizers of training courses to take into account disparities in women's knowledge and background in the design of their training programmes and courses.

6.5 Information Centres and Reference Points

In an effort to transfer technology and information to women, regional and international institutions in particular, should include on their staff a female extension officer to offer continuous and follow-up advice and assistance on women's issues.

Since attitudional change is crucial to women's integration and development within the society, it is necessary that special curricula inputs be made in all areas of formal and informal education in order to lessen/ eliminate the existing levels of stereotyped education/learning.

7. SUPPORT MEASURES

7.1 Industrial Welfare

Governments should take steps to ensure that organizations and companies employing significant numbers of female workers contribute to child chare support systems and institute comprehensive health care programmes for their employees.

7.2 Policies and procedures of development agencies

Development agencies and institutions, which provide technical, financial and training assistance to women, should take into account the multiple roles and conditions which constrain women's participation in industrial activities and adjust their policies and procedures for delivering assistance to women.

7.3 Public Relations and Presentation of Women's Issues

In order to effect change in social attitudes and norms towards women, men and women first need to be made aware of the issues and they need to be motivated to contribute to the process of change.

Women's organizations should facilitate this process of change by:

(i) providing key individuals who will establish contact with local communities and help to build the confidence of those communities in their own ability to effect change;

(ii) projecting a positive role of women's involvement and contribution at the community and national levels through media coverage;

(iii) arranging programmes of activities at community and national levels to coordinate the process of change and make people aware of progress.

B. REGIONAL DEVELOPMENT STRATEGIES FOR THE FULL INTEGRATION OF WOMEN IN INDUSTRIAL DEVELOPMENT

1. INFORMATION

1.1 There is a need to establish regional information networks. Regional bodies that are concerned with industrial development and women's participation have a responsibility to link and upgrade existing national centres of information.

International agencies have a responsibility to contribute to this process and should take steps to make this contribution, particularly in the areas:

(i) training materials and audio-visual aids (such as slide shows, audio and video tapes, films, and brochures etc.);

(ii) available research materials on women's participation;

(iii) availability of international resources for the development of women's projects.

National, regional and international organizations should make a concerted effort to prepare documentation on achievements of women in order to encourage active participation of women in the industrial process.

1.2 Improvement of the Data-Base

(i) The existing data-base on women's participation in the socio-economic political life of the Caribbean provided by research studies of The Commonwealth Secretariat, ECLA, INSTRAW, ISER (UWI) and WAND should be utilized as a basis for policy formulation and programme planning.

(ii) On-going studies should be undertaken by public and private institutions at national and regional levels with a view to quantifying women's work in and outside the home. International agencies should be requested to assist with these activities.

2. POLICY

2.1 The report of this workshop embodying the recommendations should be laid before the relevant institutions of the Caribbean Community through the CARICOM Secretariat, which would inititate appropriate action for implementation.

In recognition of the need for products manufactured in the region to be competitive by world standards, the Standing Committee of Ministers Responsible for Science and Technology should review progress made in the Region's Standards and Metrication Programme, and formulate policies which seek to accelerate development in these areas.

3. TECHNOLOGY

3.1 In view of the technological gap which exists between developed and developing countries, and the need for assistance in the development of regional technological capability, which is a prerequisite to industrial development, the Standing Committee of Ministers responsible for Science and Technology should seek assistance from appropriate funding agencies to assist the region in the formulation and implementation of science and technology policies and the selection of technologies which would be appropriate for and consistent with the region's development thrust.

4. PLANNING

4.1 It is recognized that there is insufficient effort, co-ordination and monitoring of the industrial development activities among the member states of the Common Market. The rate of progress made at national levels in industrialization is dependent on the understanding, support and commitment of all member countries.

4.1 More particularly, there is need to foster awareness of the limited use of available human resources, of women's potential for contributing to the formulation of regional industrial strategies, of the full benefits of their full participation in the region's industrial development process.

4.2 The CARICOM Secretariat and national women's organizations should urge member governments to accelerate the implementation of the Regional Industrial Programming Scheme, with particular attention to regional linkages and co-operation in income-generating activities, e.g. handicrafts and fisheries.

4.3 The CARICOM Ministers responsible for national planning are urged to meet on a regular basis for consultation and co-ordination of regional efforts.

4.4 In most CARICOM countries there is significant expertise in established public and private sector organizations which are directly involved in industrial development. It would, therefore, be of direct benefit to draw on the expertise within these agencies through economic co-operation among developing countries in the region in the design and implementation of programmes for women.

4.5 Since the integration of women into industrial development is vital to the Caribbean Region's economic thrust, it is imperative that all aspects of women's participation be addressed with urgency. To this end, there is need for the earliest possible commitment of regional governments and national, regional and international institutions and agencies to the implementation of programmes and activities necessary to the full participation of women in national development, if integration in industrial development is to be meaningful. In addition, the Women's Desk at the CARICOM Secretariat should be strengthened for the effective representation of women's issues at the regional and international levels.

4.6 Since there needs to be a continued and consistent advancement in integration of women in whole areas of development for reasons already stated, it is further recommended that there be established a permanent LA subregional desk for the English-speaking Caribbean at the UN/ECLA level.

5. TRAINING

5.1 Regional women's organizations should seek assistance from international agencies including UN agencies, especially UNIDO, Commonwealth Secretariat, ECLA and INSTRAW, with the development and implementation of regional training programmes, especially with the development of training materials, and with the distribution of industrial information via mailing lists.

5.2 CARICOM Governments should collaborate with regional institutions to support, expand and accelerate all training efforts in project planning, implementation, monitoring and evaluation. Special efforts should be made to secure increased participation of women in these training programmes.

5.3 Organisers of workshops for "Training of Trainers" such as WAND and CARIWA should allow these trainers to return to their organizations equipped with appropriate aids and information so as to facilitate the multiplier effect.

5.4 Distance teaching methodology as carried out by the University of the West Indies should be used in the training programmes for women in industrial development, and international agencies such as UNIDO and the Commonwealth Secretariat should provide the necessary human and financial resources to ensure the extension and development of existing programmes.

C. RECOMMENDATIONS FOR INTERNATIONAL PROGRAMMES FOR THE FULL INTEGRATION OF WOMEN IN DEVELOPMENT

1.1 Design of International Programmes and Projects

Development agencies at both international and national levels should take steps to ensure that development programmes and projects are designed to take into account the prevailing social, economic, political and cultural conditions of the recipient countries. Wherever possible, regional and national resources and skills should be utilized increasingly in project implementation.

1.2 Project Identification, Development and Presentation

Project definition and development requires careful investigation of needs and specifications of objectives. Full account needs to be taken by all requesting agencies of the need to present a comprehensive project proposal (tailored to meet the funding agencies' requirements). International agencies should assist with the preparation of such project proposals, where possible, and should provide training facilities in project identification and development, where appropriate. Women should be involved in the formulation of these programmes and projects.

1.3 Small-Scale Industry Development Programmes

(i) UNIDO and other international organizations within the framework of their small-scale industry assistance programmes should draw the attention of concerned government agencies to the specific, existing and potential roles of women entrepreneurs as participants and as beneficiaries of these programmes.

(ii) International agencies including UNIDO should provide additional support to regional and national agencies and organizations and their programmes for the development of small-scale industries with special attention to the opportunities for women. Technical assistance should be provided in such areas as production technology, plant layout, testing and quality control, marketing and industrial management.

1.4 Industrial Training Programmes

International and bilateral agencies in offering training programmes should work closely with governments to ensure that governments' nominations include women, and that women are actively involved in the selection process. In this way it is hoped that women's participation will progressively increase.

1.5 Fourth General Conference of UNIDO

(i) UNIDO should bring the recommendations of the workshop to the attention of the Fourth General Conference of UNIDO.

(ii) The CARICOM Secretariat should accept the invitation to participate in UNIDO IV and should also draw the attention of the conference to the findings and conclusions of this workshop.

(iii) Representatives of Women's Affairs in each country should be involved in the Fourth General Conference of UNIDO at the governmental level through contacting the government authorities dealing with the conference (Ministries of Foreign Affairs, Industry or Planning) and presenting to them their views on issues of concern to women, which are likely to be raised at the conference.

1.6 Information and Media Programmes

(i) The UN Department of Information should give adequate coverage and publicity to the activities of women in the Caribbean region, for example, in radio and television programmes, produced by the Caribbean, Latin America and Women's Programme units, and in all information activities designed to promote the UN Decade for Women and the 1985 World Conference;

(ii) Media and women's organizations should ensure that they are on the mailing lists of all international organizations producing material on women such as all UN specialized agencies, the Branch for the Advancement of Women, the UN Department of Public Information, and the International Women's Tribune Centre.

1.7 Follow-up to the workshop

UNIDO should take into consideration the recommendations of this workshop in the design and implementation of technical co-operation activities involving both public and private sector enterprises, especially in the areas of industrial sector and sub-sector planning, training, development of infrastructure and institutional framework, and in the transfer of technology.

CHAPTER I. ORGANIZATION OF THE WORKSHOP

1. The workshop was attended by 23 participants from 12 of the CARICOM Member Countries (Antigua and Barbuda, The Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Montserrat, Saint Lucia, St. Vincent and the Grenadines and Trinidad and Tobago) and observers from Guyana, ECLA, INSTRAW and UNDPI. The list of participants is attached as annex I to this report.

2. Cde. Urmia Johnson, Minister in the Office of the Prime Minister, Guyana , chaired the formal opening of the workshop. In her opening remarks the Minister saw the workshop as one of a series of far reaching initiatives within the Decade for Women, which were designed to promote women's involvement in non-traditional economic activities. Cde. Johnson reminded participants of the link between women's issues and political realities since policital power would need to be exercised to ensure a successful outcome to these initiatives. Mr. A. A. Moore, Director of Functional Co-operation, Caricom Secretariat, formally welcomed all participating in the workshop on behalf of the Secretary-General of Caricom Secretariat. Mr. H.G. Rohlehr, Chief of the Industry, Technology and Tourism Section of the Caricom Secretariat, described the focus of the workshop, and in so doing recognized the extent of under-utilization of women's resources in the Caribbean region as well as the social, economic and cultural obstacles which hindered realization of women's potential.

3. Cde. Desmond Hoyte, Vice-President Production, Guyana, gave the feature address to the workshop. The Vice-President challenged participants to confront the reality of women's present status in the Caribbean which was in sharp contrast to their central role as prime moves in the process of the region's development. While their historical record was not yet complete and was largely unrecognized, the tradition of women's involvement in various sectors of Caribbean life, especially in the struggle for freedom, was long standing. Nevertheless, women's role in industrial development was constrained by lack of training opportunities, restricted horizons, artificial distinctions between men and women, invetorate prejudices and structures of discrimination. Clear -sightedness with regard to goals and renewed determination to match the region's resources with its resourcefulness were necessary to organize the region's raw material resources into a base for industrial development. Women in keeping with their numbers, capacity, influence and importance in Caribbean society had an integral role to play in this process.

4. Ms. B. Chambalu, Co-ordinator for the Integration of Women in Industrial Development, UNIDO, Vienna, thanked the Government of Guyana for its support and expressed UNIDO's appreciation of the CARICOM Secretariat's co-operation in jointly organizing the workshop. Ms. Chambalu provided an international perspective on the workshop's major issues and cited women's participation in planning activities as the first step for ensuring women's issues were not neglected.

5. Hon. Margaret Dyer, Minister for Education, Health and Community Services, Montserrat, was elected Chairman of the workshop. Cde. Yvonne Loncke-Waithe of Guyana was elected Vice-Chairman of the workshop. CARICOM Secretariat provided rapporteurs for the workshop.

6. The agenda as contained in annex II was adopted by the participants. The programme of the workshop consisted of:

- presentation of papers 1/ prepared by UNIDO Secretariat
- presentation of papers 1/ prepared by CARICOM Secretariat
- discussion of country experience
- panel discussions
- group discussions of key issues
- presentation of working group reports
- conclusions and recommendations

CHAPTER II. WOMEN IN RELATION TO INDUSTRIALIZATION

Presentation of papers and discussion of country experience

7. "Basic Issues - Women's Integration in Industrial Planning and Development" by Mr. Martin Hogg, Industrial Planning Consultant and Workshop Director for UNIDO.

The Workshop Director focussed on the wide range of problems which women experience. He noted that national development programmes still reflect the existence of a great disparity between the levels of the educational development and the economic conditions between the sexes. He expressed the view that there was need for national policies for the total integration of women in industrial development: the creation of income generating and self-employment opportunities was a key aspect of this process.

1/ A full list of documents and conference room papers from the workshop is contained in annex III.

8. "Industrial Development Policies in Caribbean Community Countries and their Impact and Implications for Women" by Ms. Myrtle Bishop, Economist and Private Consultant for CARICOM.

This presentation focussed on the implications of the development strategy of regional governments for women. The delegate noted that it was anticipated that industrial development in the region would, inter alia, make a meaningful contribution to raising the standard of living, creating employment opportunities and accelerating economic growth.

9. The presentation gave an outline of the strategies which have been employed by CARICOM governments in their efforts to industrialize their countries. The delegate highlighted the importance of women as employees but noted that they tended to be concentrated in certain sub-sectors.

10. The presentation drew specific attention to the problems which women face in the work place and the difficulties encountered in their social life.

11. However, it was observed that women had not been specifically identified in the target groups set by governments for training and development of skills in technology, management, finance, accounting, marketing and business.

12. "Women in Industrial Development in the Caribbean" by Ms. Victoria Durant-Gonzalez, Professor, Georgia Institute of Technology for CARICOM.

This paper reflected a concern for changes in the production structures and policies for economic development which determine the extent and condition of female participation in the labour force. It highlighted issues which demonstrated that the present organization of production in industrial enterprises employing large numbers of women, especially in enclave export processing zones, had disfunctional consequences on female workers and on social and economic development.

CHAPTER III. INDUSTRIAL PLANNING AND PROGRAMMING

13. "The Process of Industrial Planning" by Mr. Martin Hogg, Industrial Planning Consultant and Workshop Director for UNIDO.

This paper introduced the principles of industrial planning at national and programme levels; it described the main elements and stages of plan formulation dealing with direction, strategies and implementation of programmes and projects.

14. "Industrial Programming in the Caribbean Community - Methodology and Issues in respect of Women's Participation in Industry" by Mr. Ivor Carryl, Industrial Economist, Caribbean Community (CARICOM) Secretariat.

In presenting the CARICOM Industrial Programming model, specific reference was made to issues relating to the participation of women in the programme. A modus operandi for this participation was also suggested.

The basic strategy adopted by the CARICOM Industrial Programming Scheme was a combination of import substitution and export-oriented industrial diversification and growth. A number of opportunities were identified for women's increased participation through regional industrial programming.

15. "Project Planning, Management and Evaluation" by Mr. Beverley Charles, Senior Project Manager, Project Administration Unit, Caribbean Development Bank for CARICOM.

In the presentation participants were introduced to the principles of project identification, specification and presentation. This provided a framework for project analysis as well as guidelines for the preparation of project proposals to be submitted to funding agencies.

16. Panel Discussion on "The role of Industrial Development Corporations (IDCs) and other industrial development organizations in industrial planning in the Caribbean". The panelists comprized Ms. Beulah Drakes (Barbados), Ms. Sylvia Charles (Dominica), GAIBANK Representative (Guyana), Ms. Gloria Priestley (Jamaica), Hon. Margaret Dyer (Montserrat).

They identified industrial development agencies in their respective territories and discussed their functions and activities; they proposed methods by which the efficiency of these institutions could be improved.

CHAPTER IV. FOURTH GENERAL CONFERENCE OF UNIDO

17. Ms. Chambalu of UNIDO presented the pre-session documentation for the Fourth General Conference of UNIDO, scheduled to be held in Vienna, Austria, from 2 to 18 August 1984. The workshop was appraised of the issues to be discussed at the conference.

18. It was noted that most of the items on the provisional agenda of the conference were of relevance in considering the integration of women in development, not only as contributors but also as beneficiaries of the industrialization process. Of particular interest were the items - human resource development, technological advances, rural development and food self-sufficiency, processing of raw materials and economic co-operation among developing countries.

19. It was also noted that in trying to assist developing countries in achieving their industrial development objectives in spite of the current world economic crisis, the conference would consider new strategies, policies and programmes. In this connection, women's perceptions of development and their views concerning new elements of change should be taken into consideration by all concerned parties, otherwise any new strategies adopted would definitely have negative impact on the society as a whole.

CHAPTER V. ECONOMIC CO-OPERATION BETWEEN DEVELOPING COUNTRIES

20. UNIDO's activities within the framework of economic co-operation among developing countries were outlined. Four principal areas of possible co-operation were:

(i) Industrial development policies, strategies and planning
(ii) Project planning, financing and implementation
(iii) Institutional infrastructure for industry, such as research and development, training and consultancy activities
(iv) Physical infrastructure for industry.

CHAPTER VI. WORKING GROUP DISCUSSIONS

21. The consideration of workshop papers led to the identification of a number of key issues, which were referred to three Working Groups for in-depth discussions. These Groups were organized as follows:

Group I - Development Priorities/and Actions - the planning and decision-making process

Group II - Technology and Training

Group III - Information, Public Relations and the Media.

22. The workshop reviewed and approved the programme of discussions for each individual working group.

23. The working groups took into account the experience of the participating countries and prepared proposals for national development strategies and programmes, and for regional and international programmes for the full integration of women in the industrial planning and development process. These proposals were considered by the workshop in plenary sessions.

CHAPTER VII. ADOPTION OF THE REPORT AND CLOSING OF THIS WORKSHOP

24. The record of the proceedings and the recommendations of the workshop having been agreed and accepted by the participants, and there being no other business, the workshop closed with an exchange of appreciation.

LIST OF PARTICIPANTS

ANTIGUA AND BARBUDA

Ms. Cynthia Joseph, Office Manager/Accountant
Antigua Sugar Industry Corporation

Ms. Florita Kentish, Plant Protection Officer,
Ministry of Agriculture

THE BAHAMAS

Ms. Pamela Burnside, Manager/Designer, Bahamas Hand Prints Ltd.,
Representative, Bahamas Chamber of Commerce

Ms. Therese Huggins, Economic and Research Analyst,
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Ms. Beulah Drakes, Economist, Barbados Development Bank

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Ms. Dorla Bowman, Director, Women's Bureau, Ministry of Labour,
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Ms. Lorna Longsworth, Representative, National Women's Commission

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Ms. Sylvia Charles, Development Economist,
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Mr. Shirley Guye, Secretary, Dominica Employers' Federation

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Ms. Margaret Neckles, Co-ordinator Women's Affairs,
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Ms. Victoria Durant Gonzalez, Professor, Georgia Institute of Technology,
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Ms. Deanna McFarlane, Managing Director Jondee Ceramics Ltd.,
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Ms. Gloria Priestley, Divisional Director of Industry,
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Ms. Margaret Daley, President, National Organization of Women

Hon. Margaret Dyer, Minister for Education, Health and Community Services

SAINT LUCIA

Ms. Aldith Isaac, Permanent Secretary, Ministry of Youth, Community Development, Social Affairs, Sports, Information and Broadcasting

Ms. Ingrid Skerret, General Manager (Retailing), A.F. Valmont and Co. Ltd., representing St. Lucia Chamber of Commerce

ST. VINCENT AND THE GRENADINES

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Ms. Yvonne Byron-Cox, Labour Inspector, Ministry of Communication and Labour

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Ms. Phyllis Augustus, Secretary, National Commission on the Status of Women

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Ms. I. di Pietro, Associate Industrial Development Officer, Office of the Director, Division of Industrial Operations, UNIDO (Vienna)

Ms. Annemarie Koeneke, Junior Programme Officer, UNIDO (Trinidad and Tobago)

Mr. M. V. Hogg, Consultant/Workshop Director, London

AGENDA

1. Opening of the workshop

2. Election of officers

3. Adoption of the agenda:

   - Review of purpose of the workshop
   - Items for consideration
   - Programme of work

4. Women in relation to industrialiation:

   (i) Basic issues - Women's integration in industrial planning and development

   (ii) Government industrial development policies in Caribbean Community countries and their impact and implications for women

   (iii) Women in industrial development in the Caribbean

5. Industrial planning and programming:

   (i) The process of industrial planning
   (ii) Industrial programming in the Caribbean Community
   (iii) Project planning and presentation
   (iv) The role of Industrial Development Corporations (IDCs) and other industrial development organizations in industrial planning in the Caribbean

6. Fourth General Conference of UNIDO

7. Economic co-operation among developing countries

8. The appointment of working groups and approval of their programmes of discussions:

   Group I Development priorities and actions - the planning and decision-making process

   Group II Technology and training

   Group III Information, public relations and the media

9. Reports of the working groups

10. Adoption of the report of the workshop

11. Closing of the workshop.

LIST OF DOCUMENTS

ID/WG/423/1	Provisional agenda
ID/WG/423/2	"Economic Co-operation among developing countries", by the UNIDO Secretariat
ID/WG/423/3	"Industrial pre-investment studies", by the UNIDO Secretariat
ID/WG/423/4	"Industrial development policies in the Caribbean Community countries, and their impact and implications for women" by Ms. M. Bishop, Regional Consultant
ID/WG/423/5	"Industrial programming in the Caribbean Community" by the Caribbean Community Secretariat
ID/WG/422/3	"The process of industrial planning" by Mr. M. V. Hogg, Industrial Planning Consultant
ID/WG/422/4	"Basic issues - women's integration in industrial planning and development" by Mr. M. V. Hogg, Industrial Planning Consultant
ID/B/312	"Integration of Women in Development", Report by the Executive Director, UNIDO to the Industrial Development Board, 18th session
A/CN.11/AC.1/IV/4	Report of the Ad Hoc Panel of Experts on Science and Technology and Women, South Hadley, Massachussetts, USA, 12 - 16 September 1983, to the UN Advisory Committee on Science and Technology for Development.
ID/251	Women and industrialization in developing countries. UN, New York, 1981.
UNIDO/ICS.165	Women in the redeployment of manufacturing industry to developing countries. UNIDO Working Paper on structural changes, No. 18, July 1980
UNIDO/IS/391	Women in the development of textile and food processing industries, 16 June 1983.

Conference Room Papers

CRP/423/1	Statement of purpose of the workshop
CRP/423/2	Working Group I - Programme of discussions
CRP/423/3	Working Group II - Programme of discussions
CRP/423/4	Working Group III - Programme of discussions
CRP/423/5	"Women in Industrial Development in the Caribbean" by Ms. Victoria Durant-Gonzales, Georgia Institute of Technology
CRP/423/6	Background material circulated for the benefit of participants - "Opportunities for women in small-scale industries"
CRP/423/7	Background material circulated for the benefit of participants in relation to the deliberations of Working Group II - "Women and the Media", Report of an Expert Group Meeting, Vienna, Austria, 24 - 27 November 1981
CRP/423/8 Rev. 1	Provisional list of documents
CRP/423/9 Rev. 2	Provisional list of Conference Room Papers
CRP/423/10	St. Vincent - Industrial Development Strategies, Policies, Programme Activities in relation to Women.

WOMEN IN RELATION TO INDUSTRIAL DEVELOPMENT IN THE CARIBBEAN - AN OVERVIEW

Introduction

One of the distinctive characteristics of development in the Caribbean region has been the steady movement towards economic integration over a number of decades. This has been an attempt to overcome the handicaps of small size, economic fragmentation, and extensive dependence on extra regional markets and suppliers of inputs and finished goods. Within the member states of the Caribbean Community a wide range of economic strategies have been pursued; the majority have open economies and some progress has been made in fostering intra-regional trade. The less developed countries, together with Barbados and the Bahamas depend on agricultural exports and/or tourism; in the remaining more developed countries - Guyana, Jamaica and Trinidad - exports of raw and processed minerals are predominant. Throughout the region however the pattern of demand is strongly influenced by external tastes and standards influenced by tourists, expatriate workers and by the media; as such regional demand is less well matched with locally available resources than in many other developing countries. The propensity to import both food and consumer goods remains high therefore, while local capacity to produce competitive goods remains low. The three larger countries (Jamaica, Guyana and Trinidad and Tobago)have more diversified natural resources and have achieved a greater degree of economic independence, but in these countries, as elsewhere in the Caribbean, foreign investors have played an important role in developing their natural resources and establishing industrial enterprises.

Industry in the region is overwhelmingly concentrated in the more developed countries, but nowhere is the sector very well developed. Production of consumer goods on small or medium scale with a significant proportion of inputs and intermediate goods being imported is the normal pattern. Small national and regional markets, their fragmentation and high transportation costs, preference for imported products have all been major obstacles to industrial expansion and diversification despite strong encouragement by governments through investment incentives etc. The position of manufacturing in the less developed countries is especially difficult. With few raw materials, few skilled workers and great transportation difficulties and high costs, their share of industrial output is very small and opportunities are limited.

Governments in the region have been energetic in their industrial promotion efforts through investment and tax incentives designed to attract 'off-shore' manufacturing activities, initially from North America but more recently from further afield. The establishment of 'enclave' export processing industries has drawn on available resources of unskilled, female labour but often on less than satisfactory terms and conditions. While significant numbers of employment opportunities have been created, the longer-term consequences in terms of transfer of skills, development of an industrial base, net contribution to the local economy and welfare of the work force remain in some doubt. From the experience of countries participating in the Workshop it is clear that rarely have the full implications of current industrial promotion strategies for women been carefully assessed;

only in a few cases are the totality of the needs of the largely female work force properly catered for with adequate support services and facilities. There is a need for governments to address such issues at the policy-making and project design stages, particularly in the case of 'footloose' or 'enclave' industries. Not only is there a need for a clear policy framework for women's integration in industrial development but thorough consultations should be built into the planning and decision-making process at each stage of the project from project design to implementation.

From the evidence presented to the Caribbean Workshop it is clear that within the Caribbean region women play a major role in the industrial sector. For the most part, they are still concentrated in the informal and traditional sub-sectors. However in the last two decades there has been a quite rapid and significant growth in the female work force - slightly greater than that of the male work force. In part this has come about through the redeployment of manufacturing activities to developing countries, in part also through the expansion of their industrial base. Because of the proximity of the North American market, considerable employment opportunities have been created for women in light industries. In the export processing zones of Antigua, Barbados and St. Vincent almost 80 % of the total number of 3400 workers in 1982 were female. Women have taken up the majority of the new jobs created by the industrial development policies of regional governments. In Barbados a recent survey shows that women are predominant in the work force in textiles, wearing apparel and leather industries, in precision instruments, electronic and electrical equipment, and also in handicrafts. Women constituted one half of the employees in the manufacture of food and beverages and in the paper products industry and printing; while 40 % were female in industrial chemicals and cosmectics. Only in the case of wood, plastic and metal products was the female share of the work force low. In service industries too women have come to play a major role. In total women's participation in industrial activities has grown to become a substantial contribution to the productive sectors of the economy.

It was also evident from the experience of countries participating in the Caribbean Workshop that while on the one hand there has been a significant increase in participation for a minority of women, in the case of export processing industries often younger, single women, for the majority of women especially those who live outside the main urban centres, there are insufficient opportunities for industrial employment and serious constraints on their ability to participate, chiefly because of their multiple roles and responsibilities. Many women were isolated from employment opportunities in the formal industrial sector for geographic, social or cultural reasons. Few regarded themselves as possessing marketable skills; very few were aware of opportunities and practical routes to self-employment or 'own account' work on full or part time bases. For the majority therefore participation in awareness and confidence building activities, and access to education and training, as well as resources and the means of production are prerequisites for accelerating their participation in industrial activities.

A SUMMARY OF BASIC ISSUES

1. Only in the last decade has women's participation in the development process become an issue of major concern. Some three or more decades of development efforts have brought very uneven progress amongst developing countries. Within their societies the needs of the majority have all too often been neglected; problems of poverty, illiteracy, malnutrition, unemployment, over-population have increased both in absolute size and in intensity in many countries. Early attempts at industrial development in developing countries brought a concentration of resources in the construction of a capital-intensive, advanced technology sector which has been oriented largely to the needs of urban markets and isolated from the requirements of the majority. The hoped for 'trickle-down' effect from this productive monetized sector has not materialized to distribute wealth and benefits to the majority and to women in particular. Thus of late development strategies have recently come to reflect a proper concern for growth with equality, and for social development and change to sustain the process of growth through greater participation.

2. To this wider concept of development has been added belatedly the perception of existing and latent discrimination against women. While on the one hand their major contributions to local and domestic economies are largely unrecorded and unrecognized, their substantial contributions in the industrial sector are poorly rewarded with few prospects for advancement, especially in those processing or assembly industries where women are in the majority. As awareness and understanding has grown of the present roles and condition of women, the first steps to redress this situation have been taken, not least at the international level.

3. In 1970 the United Nations General Assembly urged the full integration of women in development efforts in the Second United Nations Development Decade. In 1975 the World Plan of Action embodied the principles of equality and effective participation to integrate women's potential contribution in the development process including planning; the improvement of women's status was seen as a basic element in any development process. In 1980 further initiatives which followed from the Programme of Action for the second half of the U.N. Decade for Women recognized the close relationship between the inequality borne by the majority of women and the problems of under-development, and the extent of the historical and cultural influences which perpetuate this inquality. Finally the Convention on the Elimination of All Forms of Discrimination Against Women has reinforced the links between women's issues and development processes particularly in rural development.

4. Within many developing countries initiatives have been taken by governments to translate this international concern into positive action. Some countries have achieved legislative measures to provide women with equal basic rights; others have established machinery at the policy-making or administrative levels to look after women's affairs. In the majority

of countries non-government organizations have developed to represent women's point of view and to launch development projects and provide supporting services. Out of these deliberations and project initiatives has come a greatly increased understanding of the scale and nature of the reforms required to achieve the goal of full, equal participation for women, particularly in terms of employment.

5. It is now clear that the pattern and processes of development in many developing countries over the last half of a century has been discriminatory in its impact on men and women. Social and economic changes have disrupted traditional economic systems; the breadth and intensity of poverty have increased, so as to give women income-earning responsibilities in addition to their traditional domestic responsibilities. At the same time women's access to resources and opportunities to fulfil these demanding roles has often been reduced by attempts at achieving 'development'. Agents and instruments of assistance have too often discriminated against the interests and participation of women, ignoring women's actual role and substantial existing contribution to family, community and society as a whole. For these reasons there is a pressing need for planners and decision-makers to re-examine economic development policies and their instruments to ascertain their impact on the role and condition of women. This reform of the planning and development process itself will only be carried through with the active and effective participation of women in the process of reform, such is the extent of enertia, bias and conditioning in favour of the 'status quo'.

6. What then is the present role and condition of women in developing countries? Clearly there are substantial differences between individual countries determined by different environments, cultures and economic situations. Some common characteristics and trends can be discerned particularly in relation to features of industrial development such as urbanization, the transfer of some manufacturing activities to developing countries, the introduction of 'higher' order technologies, access to education, training and employment opportunities.

7. In many developing countries a major obstacle to increased participation by women is their low status, reinforced by the rigid attitudes maintained by societies towards women. Undoubtedly a fundamental change in these attitudes, amongst women themselves as well as society as a whole, is a prerequisite to reform. While women's roles remain stereotyped and heavily circumscribed by convention, and women adopt an attitude of dependence, their contribution to society will remain largely unrecognized and undervalued. Artificial and unjustifiable distinctions between men and women reflect women's fixed roles and attributes as they are ascribed by society by tradition or habit rather than by conscious decisions. The first step towards changing such attitudes is to raise society's consciousness of women's existing multiple roles and their onerous responsibilities, spanning the provision of daily requirements, basic needs, economic production, social welfare and culture.

8. The domestic role of women remains dominant in most developing societies. Not only do women have to combine child-bearing and the raising of children with the provision of shelter, food, water, clothing and fuel for their families' survival but increasingly they are having to earn income to meet the family's basic expenditure. With the effects of inflation and recession in recent years in many countries a single income is often not sufficient to provide for the basic needs of a simple family household. What is not fully appreciated however, is the large number of single parent households headed by women who carry the entire responsibility as sole wage earner. A recent survey in Caribbean territories revealed that household headship was almost equally divided between males and females. This situation is not uncommon in many parts of the world, though for different reasons which include visiting and common law unions, customary marriages, migration in search of work, teenage pregnancies, etc.

9. In rural economies this income generation is normally done through subsistence cultivation, or 'in the home' marginal income generating activities, and in urban economies through the informal sector (trading, processing or producing simple consumer items). Even in traditional rural economies where the provision of basic needs is largely outside the monetized market economy, the need for cash incomes has greatly increased in recent decades to meet the demands of education, purchases of manufactured consumer items, and to compensate for the unreliability of subsistance agriculture. Not only this, in many areas of economic activity traditional sources of supplementary income have disappeared with the introduction of specialization and mechanization in processing industries (e.g. food), displacement of craft items with mass produced goods, and more organized agricultural production.

10. It goes without saying that while women's responsibilities have increased with this multiplication of roles, the more general economic situation and environment in many developing countries had made these responsibilities harder to fulfil. The lack of accessible potable water, shortages of fuel, vulnerability of food supplies, the pressure of inflation - all conspire to consume an increasing share of women's time and energy and effectively limit the opportunities for other income earning activities. The significance of those socio-economic factors is such that, when combined with the isolation of the majority of the population (in geographical, social and cultural terms), opportunities for many women, especially those in rural areas far from market centres, to participate in industrial activities are heavily constrained unless special measures are taken to identify, motivate and facilitate their involvement through training, improved access to resources, means of production, etc.

11. Opportunities for women in urban areas are also constrained by the environment and the economic system within which they find themselves. The world-wide pattern of migration of landless peasants to urban areas has resulted from the decline of the agricultural sector and the breakdown of traditional production systems together with the attraction of the cities with the promise of employment in the industrial or tertiary sectors.

In these situations women not only find themselves in a more hostile environment in terms of basic needs, but also are without the skills to compete for employment opportunities often against men. Pressure of population, limited growth of employment in the formal sector, and the breakdown of traditional social support systems combine to place women in a severely disadvantaged position. Even those who are fortunate enough to secure work in the formal industrial sector find themselves in low status, poorly rewarded jobs with working conditions which often conflict with their family responsibilities. Through lack of education and training, and through positive discrimination against women, they are less able to improve their position or to compete for senior, influential positions (in established institutions and organizations) with decision-making roles and so are less able to improve their future prospects.

12. As a result of the rising groundswell of concern at the international level and increased awareness amongst more women through the activities of special interest groups at the national level, in recent years some practical steps have been taken to tackle those problems. The importance of social, political and cultural problems has been recognized and a number of women-oriented development programmes and projects have been launched to try to ameliorate their position. The institutional aspect of these developments has been the establishment of non-government organizations or women's groups and in some countries the creation of special 'machinery' within government to look after women's interests. A variety of women-specific development programmes and projects have emerged, though often backed by limited resources, which have attempted to provide direct support to women in their traditional roles in the fields of welfare, health etc. Yet these measures, though necessary in themselves, can only ameliorate women's disadvantaged position in the short term. New strategies and measures are necessary to deal with the fundamental issues of displacement of labour through the reorganization of production through commercialization, changes in technology, etc., and loss of access by women to the means of production or survival.

13. Access to employment or other income-earning opportunities is the prerequisite for the integration of women's contribution to development so as to achieve their full participation. This is the prime means of reducing and creating a freedom of choice for individuals as to how they prefer to make their contribution. In this way the needs of households headed by women will be better catered for and the health and welfare of family members will also be improved.

14. In order to make this possible, certain other fundamental changes will also be necessary. Not only will much greater progress have to be made with such basic needs as the supply of potable water and the provision of substitutes for wood as cooking fuels, but improved technology will have to be applied in a low-cost, effective way to increase women's productivity and efficiency in their many household-supporting tasks, so as to create time and energy for women to take advantage of any employment and income-

earning opportunities which can be created. Further, much more strenuous efforts must be made to improve women's access to education and training so as to enable them to compete more effectively with men for jobs created by new or different technologies. The present tendency for women to drop out of formal education systems before securing more advanced qualifications is a barrier to their promotion out of lower skilled jobs into planning and decision-making positions. Alternative routes to qualifications other than formal full-time education/training will have to be found to accelerate the process of change in participation rates.

15. Thus far women's participation in formal industrial employment in developing countries has largely been limited to lower skill tasks in certain well-defined industries, such as clothing, textiles, food processing, electronics, where multinational organizations have exploited the passiveness and low cost of young female labour, especially in export processing zones. Not only is there need to ensure the best possible working conditions and terms of employment for women working in these concentrations of industrial activity but the totality of the female workers' need should be recognized especially in terms of health care, education and training. A pattern of unrestrained exploitation of female labour for a period of their working lives cannot be in the long term interests of either employers or employees, controlling financial interests or 'host' governemtns. Indeed there are significant advantages for all concerned if women's multiple roles in society are recognized and provided for with the necessary supporting services.What is required is a determined programme of advance on a broad front and at all levels to improve the terms and conditions of women's participation.

16. Other employment and income-earning opportunities must also be sought particularly in the expansion of self-employment, part-time businesses and informal sector activities. There can be no simple, standard solution to the creation of large numbers of income-earning opportunities in different developing countries since the rationale response to each resource endowment or market opportunity will be different. However, given appropriate training in commercial and management skills and access to resources, there are substantial opportunities for women to undertake entrepreneurial or other business activities. There can however be no escape from the economic realities of small-scale industries; enterprises will only survive if their productive activites are viable in the longer term; they will only generate wealth for the individuals and the communities concerned if they are profitable; they will only provide additional employment opportunities if output grows in response to demand. From this point of view it is regrettable that early attempts to provide other income-earning opportunities for women have focused so strongly on craft or similar activities where production is difficult to organize, competition is severe, and rewards are so limited. Alternative strategies to involve women more in the production and provision of basic goods and services, which are needed on a regular basis by most local communities, are likely to be more rewarding.

17. Development agencies, both public and private, can do much to facilitate and accelerate the integration of women in industrial development. First must come the establishment of longer-term aims, and the participation of women in fixing of immediate objectives and priorities. Next a concerted attempt will have to be made to raise consciousness and create awareness amongst women of the opportunities which already exist and how to approach them. The creation of contact groups and exchanges of views and experience will themselves generate further ideas and initiatives. Not only must there be a clear understanding of aims and objectives but in order to be credible there must be a patent commitment to these ends.

18. In the shorter term the aim must be to sensitize the planners and the decision-takers towards women's role and condition, and what needs to be done about changing these, and in the longer term to establish more formal mechanisms to further women's interests within the policy-making mechanisms of established organizations and institutions. This will require concerted pressure from outside the decision-making process and a determined effort to influence the decision-making process from within. In the industrial planning and development process iteself, women's representatives and organizations will need to master planning techniques and to use them to further women's interests over an extended period.

19. The present situation is an amalgam of cultural tradition and the production systems which grew out of the industrial revolution; powerful vested interests work to preserve the 'status quo' which leaves the majority of women at a significant disadvantage. Yet women's contribution if properly integrated with the other agents of development, will amount to their effective participation and will transform the role and condition of the majority. The realization of this potential demands a social revolution to remove discrimination against women for the benefit of mankind as a whole. Women's participation in industrial activities is one of the most important aspects of the equal opportunity to which women are entitled as a basic right. An accelerated and more equitable pattern of development is not possible without women's contribution.